

Torex Group Modern Slavery and Human Trafficking Statement

This Statement is made to meet the requirement of Section 54(1) of the UK Modern Slavery Act 2015 (“Slavery Act”) and announces that Torex Semiconductor Ltd. (“Torex”) and its affiliated companies (“Torex Group”) have taken the steps to prevent slavery and human trafficking from occurring in Torex Group and its supply chain in the fiscal year ended March 31, 2023

The terms used in this Statement shall have the same meaning as those used in Slavery Act.

1. Organisational structure and supply chains

Torex Group engages mainly in design, production and sales of analog power IC and discreet products (“IC products”). Torex having its head office located in Tokyo, Japan is the core company of Torex Group with seven (7) subsidiaries in Japan, Asia, UK and United States.

The production process of IC products consists of front-end and back-end process. Torex outsource them to partner companies in Japan, Korea, China, Taiwan, Vietnam (“Supply Chain”).

For detailed information, please refer to the following link.

<https://www.torexsemi.com/company/>

2. Organisational Policies

Torex Group enacts “TOREX Corporate Code of Conduct” approved by the board to commit to the highest standards of social responsibility and ethical conduct including but not limited to elimination of modern slavery and human trafficking.

Torex Group also enacts the policy of “Conflict Mineral Free” and “Procurement” to avoid conflict mineral usage and ask Supply Chains to act in accordance with TOREX Cooperate Code of Conduct.

“TOREX Corporate Code of Conduct”

<https://www.torexsemi.com/csr/management/compliance/code-of-conduct/>

“Conflict Mineral Free Policy”

<https://www.torexsemi.com/csr/society/supplier/conflict-minerals/>

“Procurement Policy”

<https://www.torexsemi.com/csr/society/supplier/procurement/>

3. Due Diligence

Torex Group has a whistle-blower system which allows employees to report anonymously any type of human rights violation to the external window without suffering any disadvantage.

In this fiscal year, Torex Group began to conduct CSR survey of Supply Chain by self-check questionnaire (“CSR Deployment Check Sheet”) which includes questions of human rights.

This survey is going to be conducted continuously to have Supply Chain enhance awareness of human rights.

4. Risk Assessing and Management

Torex Group establishes the Risk Compliance Committee to conduct risk assessment and implement action plans for high risk items.

As one of risk assessing action, results of CSR Deployment Check Sheet filled in by Supply Chain for fiscal year 2022 show that there is no human rights violation.

Torex Group continues monitoring the result of CSR Deployment Check Sheet to avoid the occurrence of human rights violation in supply chain.

The result of “Self-Assessment For Supplier CSR

<https://www.torexsemi.com/csr/society/supplier/selfassessment/>

5. Performance Indicators

Torex Group considers the result of risk assessment and CSR Deployment Check Sheet as important performance indicators.

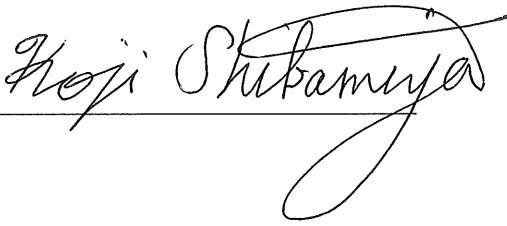
Risk assessment is planning to be conducted at the beginning and end of each fiscal year and CSR survey at least once per each fiscal year.

6. Training

Torex Group has “Compliance Guideline” which is disseminated to all employees and obliges them to complete training on compliance and ethics (including TOREX Corporate Code of Conduct) annually.

This Statement was approved by the business operation meeting held on Sep 19th, 2023.

Koji Shibamiya
President
Torex Semiconductor Ltd.



A handwritten signature in black ink, reading "Koji Shibamiya", is written over a horizontal line. The signature is stylized and cursive, with a large loop at the end.